

Are you ready?
Come work for the
City of Fort Worth

IT'S
WELL
WORTH
IT!



Growing Together

About Our Community

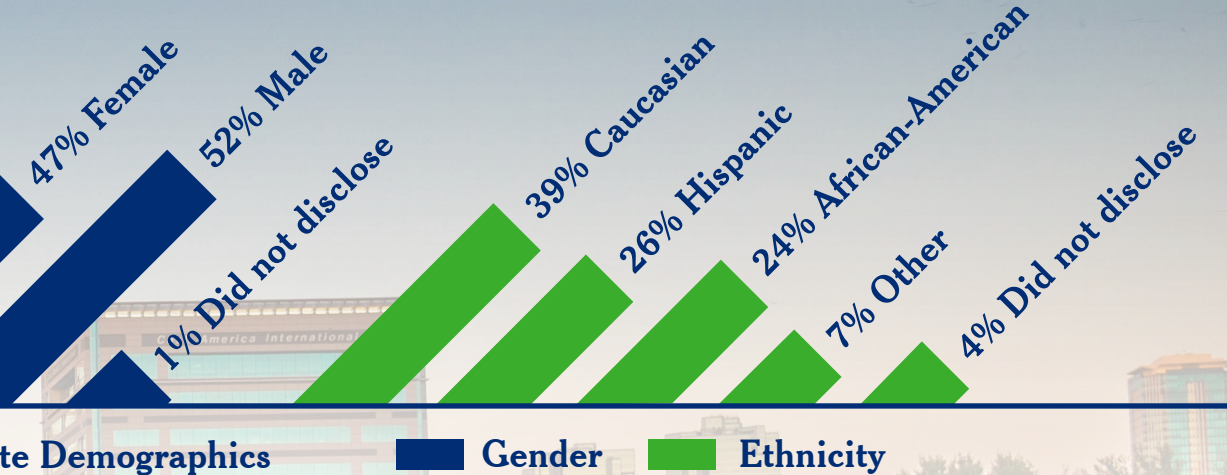
APPLY FOR A BRIGHTER FUTURE

All applicants must apply through the city's website. The application includes a resume, responses to the supplemental questions, and the ability to upload a thorough cover letter that describes the applicant's experience and qualifications, leadership style, and interest in the position.

fortworthtexas.gov/hr/

Hired Candidate Demographics

The City of Fort Worth's total hired candidates are diverse in both gender and ethnicity.



The stunning and sprawling City of Fort Worth

is one of the fastest-growing cities in the U.S. And it's no wonder — With **great neighborhoods**, scenic terrain and a **rich history** of arts and culture, paired with **world-class opportunities** for business and education, it's not only fun to visit Fort Worth, it's even more rewarding to call it home.

Fort Worth truly offers all the benefits and amenities of a **bustling metropolitan city**, while keeping the small-town charm that keeps it unpretentious and charismatic in all the right ways.

Designated as one of America's "Most Livable Communities" by the *Partners for Livable Communities*, the city truly offers a **melting pot of culture, commerce, community and yes, cowboys.**

Great Neighborhoods

The scenery truly can't be beat. Big Texas skies, open lakes and ample walking, running and cycling paths combined with a **Blue Zone Health Initiative** have put Fort Worth well on its way to being one of the healthiest cities in the U.S.

The City of Cowboys and Culture: "One of the Fastest-Growing Cities in the US"

Fort Worth is one of the largest cities in the United States in terms of sheer size with almost 350 square miles of land in three counties. Located in North Central Texas, Fort Worth is the **fifth largest city in Texas** and the **16th largest in the U.S.**

Accolades

6 U.S. Cities to Watch in 2017
Fort Worth #5 (Condé Nast Traveler)

The Most Underrated Cities in the United States (TravelPulse.com)

8 underrated U.S. destinations you should visit right now (Oyster.com)

Best of Travel - Fort Worth #4
(Money Online)

Trinity River among top 7 places to go tubing in the State of Texas
(Wide Open Country)

20 Unexpected Weekend Getaways to Plan This Summer (Country Living)

#4 Zoo in America (USA Today)

Source: www.fortworth.com/about/fast-facts/

Education

Great Choices for Educational Opportunities



Public, Charter and Private Schools – The Fort Worth Independent School District is the largest district in Tarrant County, which has 20 other school districts within its borders. The Fort Worth ISD contains **139 K-12 schools with more than 81,000 students.**

Plus, there are **over 200 private and charter schools** inclusive of many faiths and teaching philosophies in Fort Worth and Tarrant County. They give parents multiple options for their children's education.

Colleges and Universities – From well-known public and private universities to technical schools and medical training, the DFW Metroplex attracts and produces talented, skilled employees at its many higher-education institutions. The region benefits from more than 60 colleges and universities, with a **combined enrollment exceeding 325,000 students**, graduating in excess of 35,000 annually.



Goal to be a One of the Nation's Healthiest Cities Active City



Fort Worth is on its way to becoming a **Blue Zones Community®**. That means residents and business owners alike are focused on improving well-being for themselves and their neighbors. Blue Zones Project is a community-wide well-being improvement initiative to help make healthy choices easier for everyone in Fort Worth.

Fort Worth's Texas Motor Speedway is **ONE OF THE LARGEST** racing facilities **IN THE NATION**, with seating for nearly

155,000
SPECTATORS.

It's home to the largest high-definition screen in the world (Big Hoss TV).



Arts & Culture



With more than **109 acres of museum space**, Fort Worth has the second-largest number of accredited museums within walking distance of each other, second only to Washington, D.C.

CULTURAL DISTRICT **5** CONTAINS **WORLD-CLASS MUSEUMS**,

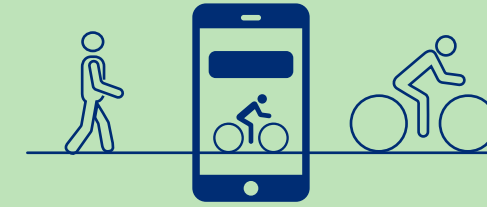
designed by renowned architects, in a walkable, landscaped area.



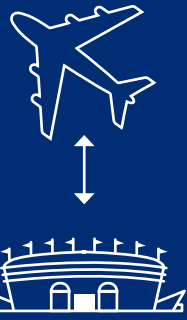
The Stockyards National Historic District features Fort Worth's Western heritage, including **DAILY CATTLE DRIVES**, **YEAR-ROUND RODEO** and the world's largest honky-tonk.

FUN FACTS

Source: www.fortworth.com/about/fast-facts/



Fort Worth's **BIKE SHARE PROGRAM** offers more than **40 STATIONS** connecting the city's leading attractions.



from **DFW INTERNATIONAL AIRPORT** and **AT&T STADIUM**.

TOP 10 CITY FOR YOUNG PROFESSIONALS

(#6, Forbes)



One of the **BEST CITIES** to **BUY A HOME**

(#5, Forbes)



National Trust for Historic Preservation says Fort Worth is One of America's Dozen

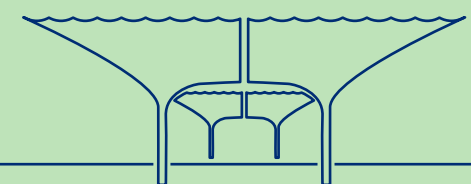


MOST-DISTINCTIVE DESTINATIONS

Home to many **OUTDOOR FESTIVALS AND CELEBRATIONS**, including Main Street Fort Worth Arts Festival, Parade of Lights, Mayfest, Rockin' the River and concerts on the banks of the Trinity River at Panther Island Pavilion.

Fort Worth ranks high in the **HUMAN RIGHTS CAMPAIGN'S MUNICIPAL EQUALITY INDEX (MEI)**, which demonstrates the ways that many cities support the LGBT people who live and work there. With a **SCORE OF 100**, Fort Worth ranks among the **HIGHEST IN THE STATE OF TEXAS** and greater than Houston (71), Nashville (60) and Charlotte (73).

Vibrant, walkable downtown features **SUNDANCE SQUARE PLAZA**, nightlife, **BASS PERFORMANCE HALL**, multiple corporate headquarters, green spaces and public art.

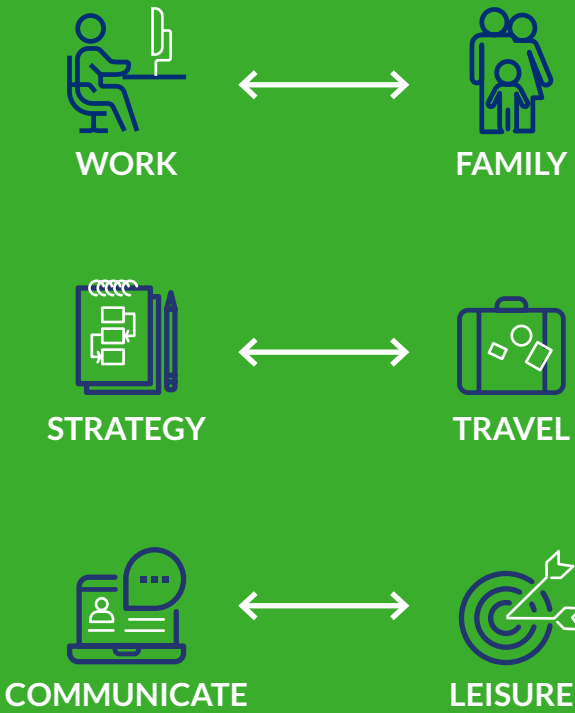


Quality of Life and Career Fulfillment

Wellness Program

The city’s Healthy Challenge Wellness Program rewards all full-time, benefit-eligible employees on the city’s health insurance. The Healthy Challenge Program utilizes a points system. Participants may earn points throughout the year (Jan. 1-Dec. 15) for completing specific program activities and participants can redeem points at the end of the year for a cash reward. By participating, individuals can earn \$150, \$200 or \$250 by accumulating a corresponding amount of points.

WORK LIFE BALANCE



Benefits

The City of Fort Worth continues to be dedicated to its employees’ well-being by providing competitive health benefits, a well-rounded wellness program and a Zero Accident Philosophy® workplace. All regular full-time employees and those employees who work 30–39 hours per week are eligible for all City of Fort Worth Benefits. Part-time employees who work 20–29 hours per week are eligible for dental, basic life insurance, supplemental life insurance, flexible spending accounts, 457 Deferred Compensation plan and other voluntary benefits.

Vacation

Eligible for 3 weeks of vacation: After successful completion of probationary period (usually 6 months), employees may take time off for rest, relaxation, vacation, illness, religious observances, and personal business.

Holidays:

Available on the first day of employment, the city provides employees with paid holidays, including a personal holiday.

Medical Program

The City offers two plan options through United Healthcare.

- The Health Center Plan – Offers employees and their family’s primary health care services that are 100% completely free and unlimited. Employees can visit any one of the three City of Fort Worth Employee Health Centers and receive guaranteed same or next day appointments for sick visits. Also, services are available at any one of the five satellite locations that serves employees across the city.
- The Consumer Choice Plan – Is offered to employees at no cost or low monthly premiums to cover eligible dependents and provides the financial benefits of a Health Savings Account (HSA).
- Preventative services are covered at 100% on both plans
- Prescription Drug coverage including mail order pharmacy are also included.

Education Reimbursement Program

After completing initial probationary period (usually six-months), regular full-time employees who plan to attend college, or receive training in a business or technical field that is related to a City career field, may receive financial assistance through the Education Reimbursement Program. The program is designed to meet organization goals by assisting employees who elect to improve job performance or increase skills through education. Participation should be mutually beneficial to both the employee and the City of Fort Worth.

Health Savings Account

- Make tax-free contributions via payroll deduction.
- The city contributes to your account.
- Pay for qualified healthcare expenses with the HSA account debit card.
- You own and administer the HSA account.
- The money in this account is yours with no deadline for using it and no forfeiture.

Retirement and Wealth Building

Pension Plan

Eligibility: All regular full-time and part-time employees who work more than 20 hours per week.

- Requires an employee contribution of 8.25% of salary
- Vested after five years

457 Deferred Compensation Plan

Flexible investment plan that allows you to decide how to invest the assets in your account from the available investment options. You can change your investment choices at any time.

Eligibility: All employees who are at least 18 years of age.

- Tax - deferred contributions – Employees can defer up to the IRS maximum.
- Catch-Up contributions – age 50 or older
- Daily review and quarterly statements of account available online

Employee Assistance Services

Services are confidential and available 24 hours a day, 7 days a week. Employees are provided assessments and referrals to community resources for personal and work-related challenges such as stress, marital issues, financial strains, substance abuse, elderly care, and parenting concerns and other life issues that affect employees and family members.

- Employees can receive six free sessions with licensed network professionals.

Dependent Life Insurance

Supplemental life insurance is available for purchase through payroll deduction.

- Spouse coverage: \$50,000
- Child(ren) coverage: \$10,000/each

Dental Program

- Two plans available with a high and low option; DPPO or DHMO Plan.
- Orthodontic Benefits are included for all plans, except the low-option DPPO.

Flexible Spending Accounts

- Health reimbursement, dependent care and adoption assistance programs are available
- Tax-free contributions are executed via payroll deduction
- Carry-over benefit for the Health Reimbursement Account

Beneplace

- Discount program provides discounts on entertainment tickets (such as movie and theme parks), consumer goods, travel and gym memberships.

Other benefits not listed:

- Major Medical Leave
- Short Term Sick Leave
- Long Term Disability
- Employee Life and Accidental Death & Dismemberment (AD&D) Insurance

Exciting Growth & Future Development

One of the most fascinating aspects of the City of Fort Worth is its almost unprecedented growth over the past several years. Both in terms of population and industry, and as the **16th largest city in the United States**, Fort Worth is truly booming — which presents both challenges and opportunities to truly develop this city in the right way. **Every 24 minutes a new person moves to Fort Worth**, so we're looking for candidates who can embrace an ever-growing and changing environment and improve on it with solutions that work for the entire community of Fort Worth.

Values



Exceptional Customer Experience

We take care of each customer on an individual level by taking the time to address problems, discussing solutions and making each person feel acknowledged and important.



Diversity

We support and cultivate an open and accepting environment for all people from all walks of life, knowing that inclusion helps make this a better city and a better world to live in.



Accountability

We are always responsible for our own actions and decisions, and represent integrity, honesty and openness to our coworkers and our community members — no matter how big or small of a job.



Mutual Respect

We create an environment of mutual respect that consistently fosters the growth of ideas and the practice of teamwork so everyone feels comfortable and represented in their roles within the community.



Ethical Behavior

We operate under a high moral code of ethics, doing the right thing always, even when it's the tougher choice to make. Ethical behavior ensures trust and fosters honesty in times of ease and difficulty.



Continuous Improvement

We continue to improve our processes and challenge our status quo to ensure that we are always on the forefront of what a city can do to make its residents feel safe, happy and taken care of.

Mission

We are working together to build a strong community that others can look to as a pillar of unity and excellence. Through grassroots efforts within the community, and large scale construction and transportation plans that continue to add the infrastructure a growing city like Fort Worth needs, we'll provide the public services our community requires to continually cultivate the unique city we call home.

Vision

Fort Worth's vision is to be the most livable and best managed city in the country. We'll do this by taking care of our citizens, implementing the highest quality standards in our schools, continually improving the neighborhoods we thrive in and the facets of the city that make our town so unique.